

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

TRUDY FISHER,

Charging Party

-v-

EASTER SEALS GOODWILL,

Respondent

HRB CASE NO. 0141017017

FINAL AGENCY DECISION

Charging Party, Trudy Fisher (Fisher), filed a complaint with the Department of Labor and Industry (Department) alleging discrimination in employment on the basis of disability. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Fisher's allegations that Respondent, Easter Seals Goodwill, discriminated against Fisher. The Department issued a Notice of Dismissal. Fisher filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on March 20, 2015. No oral argument was requested for this hearing.

The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to file a complaint in district court, in the district

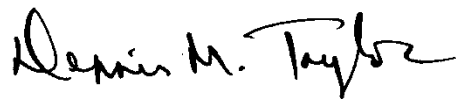
where the alleged violation occurred, and seek appropriate relief. *Section 49-2-511(3)(a), MCA.*

If a charging party fails to commence a civil action within 90 days, the claims are time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA.* This review must be requested within 30 days of the date of this order. A party must promptly serve copies of a petition for judicial review upon the Human Rights Commission and all parties of record. *Section 2-4-702(2), MCA.*

IT IS HEREBY ORDERED, that Trudy Fisher's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Easter Seals Goodwill.

DATED this 24th day of March, 2015.

A handwritten signature in black ink, reading "Dennis M. Taylor". The signature is written in a cursive, flowing style.

Dennis M. Taylor, Chair
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this 24th day of March, 2015.

TRUDY FISHER
104 WOODLAND ESTATE ROAD
GREAT FALLS, MT 59405

EASTER SEALS GOODWILL
ATTN: JOHN MARTIN
1465 S. VINNELL WAY
BOISE, ID 83709

A handwritten signature in cursive script, reading "Annah Smith", positioned above a horizontal line.

Annah Smith, Legal Secretary
Montana Human Rights Bureau